

RECRUITER

United States Army Recruiting Command August 1999

Journal



**\$65,000
FOR LOAN
REPAYMENT**



August 1999

To the Army Recruiting Force:

TRADOC and FORSCOM commanders are sending us 1,000 – 4,000 HRAP participants in an effort to reconnect soldiers with their hometowns. This will be, in effect, a “scouts out” measure that will send young soldiers back home to tell the Army story.

Understand that HRAP soldiers are there to help increase your production. They can assist our efforts to meet end strength and overproduce contracts, but only if they are used effectively. Prepare a daily itinerary for these soldiers. Take them along with you when doing school presentations. Let them socialize with prospects in the local hangouts. They can't provide solid leads if they're stuck in the office doing admin work. Make them visible in the community, and make sure they talk with youth.

One more thing – keep track of what these HRAP soldiers do for you: leads to appointments to tests to contracts. The Army leadership is behind us and is providing us this support to allow us to overproduce in the fourth quarter. Overproduction is what the Army needs from us between now and 30 Sep 99.

Be all you can be!

EVAN R. GADDIS
Major General, USA

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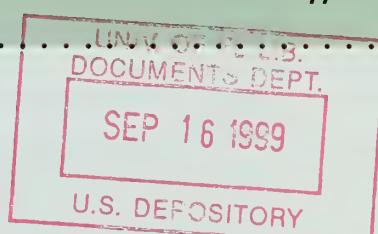
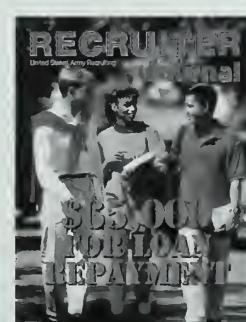
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ON THE COVER

Back to school
(Cover design by Joyce Knight, HQ USAREC)

Corporals on recruiting

What corporals on recruiting duty?

Boldly go where no one has gone before? Well, not exactly. "Thinking out of the box" is a popular phrase and a lot of new ideas are being tossed around USAREC, but this isn't one of them. What it is, is a good idea whose time has come again.

Several weeks ago I was at Fort Jackson for the graduation of a class of new recruiters. I also had the opportunity to address our corporal recruiter candidates, all 193 of them. I actually felt their enthusiasm upon entering the auditorium. I could tell they were motivated. They looked sharp in uniform. And by my reckoning, they looked very young. But I quickly reminded myself they were soldiers, just like you and me.

By the time this *Recruiter Journal* issue reaches your stations, the first of these 193 corporals will begin reporting for recruiting duty, maybe to your station. For this reason I feel impelled to make this the subject of this month's article. I want to make sure everyone understands the program.

As I mentioned earlier, this is not a new idea. In the 1970s, USAREC used E-4s as recruiters but discontinued the program when the command went to a detailed force. Of course, 20 years ago we had a much larger Army and NCO Corps. We didn't need E-4s. Taking 6,000 non-commissioned officers out of their foxholes didn't have the impact it does today. So, for the last 20 years, the only E-4s in our stations have been HRAP and TAIR participants.

Why bring them back now? The time is right. As you know we are falling short of recruiting objectives. Recruiter write rates are low. A short-term fix would be to add more recruiters, but that's a Catch 22 since taking NCOs from the force also empties another critical position elsewhere.

We have an image problem. Let's face it, the civilian population at large doesn't know what they don't know about our Army. Movies don't portray today's Army. Television, radio, and newspaper rarely tell good news stories. We also have an age disparity between those who sell the Army and those who buy. The average age of our detailed force is 33. That's several years older than the average applicant.

When a recruiter talks about experiences, he or she is referring to events (high school graduation, why they joined, what basic training and advanced individual training were like, etc.) that took place when most of today's applicants were toddlers or at least in grade school. Corporals break some of these barriers. They are the soldier of today's Army. They are close in age to the applicant, and when they talk of their experience it will be a credible "I've just been there and did that."

Think about this. Most of us are in the Army for the long



CSM Leturno

haul. This is our career. We made that choice years ago. Most of these corporals haven't made that choice. They *do* know why they joined, they're satisfied with that choice and are excited about telling the Army story to other young men and women who now need to make choices of their own.

The corporals bring additional credibility to our product. Think of them as the evidence in a FEBA. No films, no RPI, just soldier. *Hooah!* The Marine Corps has successfully used corporals for years. The Navy started using E-4s several months ago and, oh by the way, their write rates started around 1.6 and are now 4 per month.

Okay. Enough about the why. Let me discuss the how. PERSCOM asked for E-4 volunteers Army wide. Each volunteer had to meet recruiter criteria less time in service, grade and age but had to be recommended by the colonel (O-6) in their chain of command. In the meantime USAREC asked each brigade to provide 50 locations where the market would best support these soldiers. These locations included assignment to a successful LPSC.

USAREC screened the applications against the established criteria. The plan was to match as many assignment preferences against the selected markets as possible. We hoped the assignment preferences would also be home of record where the soldiers could live with family or on a military installation. Where neither of these options were available then government leased housing would need to be found. These soldiers received their assignments in their first week of ARC.

We decided to make the corporals USAREC assignment one year. This was deemed necessary to prevent damaging their career development. Therefore, the necessity to have single soldiers. Can you imagine the financial hardship we'd cause by moving a junior enlisted soldier with a family twice in one year? Upon tour completion, they will return to their previous unit of assignment. Those coming from overseas assignments will be reassigned CONUS.

These soldiers went through the entire six-week recruiting course. Upon graduation, they are laterally appointed to corporal. As with all graduates they will return to their parent unit, clear, and PCS to their USAREC assignment. Sponsorship of the new recruiters is critical. The battalion CSMs are responsible for this smooth transition including the arrangement of housing prior to arrival. The New Recruiter Program still applies as does assignment of a successful mentor.

If what I've described sounds familiar, it should. This is how we take care of soldiers. Nothing unique here. What I expect from everyone is your respect for them. Understand these corporals have the same training and responsibilities of any recruiter. What they lack in experience they make up for in enthusiasm. Use leadership, mentorship, and just good common sense to develop them as a recruiter and NCO. Keep them fired up and *don't* hold them back. I am confident they will recruit what we ask them to recruit. They will do it with integrity, make mission box and over produce.

Claiming miscellaneous expenses for company leadership teams

Many opportunities are available for the recruiting leadership team to meet centers of influence (COI) and applicants.

The expenses involved with unplanned meetings, and occasional community involvement luncheons can be reimbursed. Certainly military recruiters can claim these on their Recruiting Expense Allowance (REA). The leadership team — company commanders and first sergeant, battalion commanders and command sergeant majors, and brigade commander and command sergeant majors — can also be reimbursed for these expenses, as explained below. Cost per individual meal should be less than the per diem rate for that area.

The regulation covering REA, USAREC Regulation 37-16, is being staffed. It returns the authority for the leadership team to claim occasional costs for community involvement. These costs include meals for the service member at civic organizations like the Chamber of Commerce or the Kiwanis; meals with school administrators or teachers; and other costs incidental to the recruiting effort.

The process of filing a claim is similar to filing REA. Complete an SF 1164 (Claim for Reimbursement for Expenditure on Official Business). If the claim is for more than \$75, the claim must be authorized in advance. The following table, included in the revised regulation, shows the approval authority:

Person requesting reimbursement ¹	Approval authority of REA claims exceeding \$75 per month
Recruiter (RA and USAR)	Rctg Bn commander or designee
RS commander	Rctg Bn commander or designee
Recruiter training noncommissioned officer (only when acting as production recruiter or when dealing with applicants)	Rctg Bn commander or designee
Hi-grad recruiter	Rctg Bn commander or designee
Rctg Co 1SG	Rctg Bn commander or designee
Rctg Co commander	Rctg Bn commander or designee
Rctg Bn CSM/SGM	Rctg Bn commander or designee
Rctg Bn commander	Rctg Bde commander or designee
Rctg Bde CSM/SGM	Chief of Staff, HQ USAREC
Rctg Bde commander	Chief of Staff, HQ USAREC
AMEDD Detachment Commander	Rctg Bde commander or designee
Health Care Recruiters	AMEDD detachment commander or designee
Chaplain Recruiters	Chief, Chaplain Recruiting Division

The claim is given to the battalion budget office for an accounting classification and certification. Budget will submit the claim to the finance office for payment.

For planned events, with more than two centers of influence, every effort should be made to pay for the meal with the Government Purchase Card.

The government may purchase memberships in private organizations. Examples of these organizations are the Chamber of Commerce or the Optimist Club. These memberships must be

purchased in the name of the government, i.e., Anywhere Army Recruiting Company. They should be purchased using the government purchase card. If the purchase card is not accepted, then use a VISA check. The same person should not attend all the meetings.

In conclusion, the leadership team can claim reimbursement for meals at occasional community events. They file a SF 1164. If the claim is more than \$75, it needs prior approval. The Recruiting Command can join civic organizations in the name of the government.

¹ NOTE: Rctg Co 1SG, Rctg Co commander, Rctg Bn commander, Rctg Bde CSM/SGM, and Rctg Bde commander are authorized REA when they deal directly with applicants and their families. They may also conduct small COI events in accordance with paragraph 9.

If you have any questions, contact John Tobakos at (800) 223-3735, extension 6-0284, or DSN 536-0284.

TRICARE News

The monthly premium for the TRICARE Family Member Dental Plan for active duty families increased on Aug. 1, 1999.

The rate for a single enrollment will go from \$8.09 per month to \$8.53, while a family enrollment will go from \$20 to \$21.33.

Active-duty service members will see the premium increase reflected in their July 1999 LES. Families, who are signed up for the plan by their uniformed service sponsors on or after July 1, 1999, will be enrolled at the new rate.

The monthly premium that active-duty service members have deducted from their paychecks represents 40 percent of the total premium cost for the plan. The other 60 percent is picked up by the government.

The present dental contractor, United Concordia Companies, Inc., proposed these scheduled increases in their initial bid for the contract, to cover expected increases in program costs. The government subsequently accepted these increases.

For information about the dental plan, write to the contractor: United Concordia Companies, Inc., TFMDP Customer Service, P.O. Box 898218, Camp Hill, PA 17089-8218, or call toll free 1-800-866-8499.

New Website

USAREC Human Resources Division, Personnel Directorate, now has added information to the Internet about TRICARE, Army Family Team Building, Army Family Advocacy, military awards, alcohol and drug abuse prevention, disaster preparedness, Army Family Action Plan, and Relocation Assistance. Address is <http://www.usarec.army.mil/hq/per/HRD/human.htm>

Area Support Group now the Support Brigade

Effective 1 July, the USAREC Area Support Group is now the US Army Recruiting Support Brigade. The new office symbols and phone numbers are below.

US Army Recruiting Support Brigade (7): RCRS
Fort Knox, KY

DSN 536-xxxx or comm (502) 626-xxxx

Commander, RCRS-CDR, 0267
Executive Officer, RCRS-XO, 0718
CSM, RCRS-CSM, 0264
Safety, RCRS-S, 0736
Security, RCRS-SEC, 0238
Command Engineer, RCRS-CE, 0283
Comptroller, RCRS-RM, 0269
Adjutant, RCRS-ADJ, 1752
Pers. Admin. Center, RCRS-PAC, 0083
Operations, RCRS-OPS, 0489
IMO, RCRS-IMO, 0264

Headquarters Commandant (7): RCRS-HC

Hqs Commandant, RCRS-HC, 0080
1SG, RCRS-HC-1SG, 0081
Supply, RCRS-HC-S, 0082

Logistics Support Center (7): RCRS-LSC

Director, RCRS-LSC-DIR, 0268
Sup & Trans Div, RCRS-LSC-ST, 0275
Travel, RCRS-LSC-T, 0314
Fac & Svcs Div, RCRS-LSC-FS, 0273
Proc Div, RCRS-LSC-P, 0279
Property Mgmt, RCRS-LSC-PM, 0637
Consolidated Warehouse, RCRS-LSC-CW, 0672

Recruiter Store, RCRS-LSC-RPI, 0690

US Army Recruiting Support Battalion (7A): RCRS-RSB

Cdr, RCRS-RSB-CDR, 1999
Executive Officer, RCRS-RSB-XO, 1998
CSM, RCRS-RSB-CSM, 1996
Operations, RCRS-RSB-OPS, 1994
Multiple Exhibiting Co, RCRS-RSB-MEC, 1980
Marketing and Concepts, RCRS-RSB-MAC, 1986

Natl Convention Div, RCRS-RSB-NCD, 1981
IMO, RCRS-RSB-IMO, 1983
Contract Surveillance Division, RCRS-RSB-CSD, 1959

US Army Parachute Team (Golden Knights) (7B): RCRS-PT

Fort Bragg, GA
DSN 236-xxxx or comm (910) 396-xxxx

Commander, RCRS-PT-CDR, 4800
Executive Officer, RCRS-PT-XO, 4828
Sergeant Major, RCRS-PT-SGM, 4828
Admin Office, RCRS-PT-ADM, 4800
Operations, RCRS-PT-OPS, 1539/2036
Aviation, RCRS-PT-AV, 6833
Black Team, RCRS-PT-BT, 6323

Gold Team, RCRS-PT-GT, 5914

Formation Skydiving Team,

RCRS-PT-FST, 4800

Style and Accuracy Team,

RCRS-PT-SA, 4800

Rigger Loft, RCRS-PT-RL, 7525

Media Relations, RCRS-PT-MR, 7423

Budget, RCRS-PT-B, 4622

Supply, RCRS-PT-S, 6127

US Army Marksmanship Unit (7C): RCRS-MU

Fort Benning, GA

DSN 835-xxxx or comm(706) 545-xxxx

Command Group, RCRS-MU, 1272/4018

S1, RCRS-MU-SA, 6702

S4, RCRS-MU-SS, 6698

PAO, RCRS-MU-PAO, 5436

Graphics, RCRS-MU-G, 5900

S3, RCRS-MU-OPS, 3510

IMO, RCRS-MU-IMO, 1558

Excellence in Competition,

RCRS-MU-EIC, 1272

Shop, RCRS-MU-CFS, 1558

Budget, RCRS-MU-B, 1372

International Rifle Section,

RCRS-MU-IR, 2343

International Pistol Section,

RCRS-MU-IP, 102

Shotgun Section, RCRS-MU-SG, 1152

Running Target Section,

RCRS-MU-RT, 3863

Service Pistol Section,

RCRS-MU-SP, 3893

Action Shooting Section,

RCRS-MU-AS, 3877

Service Rifle Section,

RCRS-MU-SR, 3853

New PT uniform approved

by Tonya Johnson

(Editor's Note: Johnson is a summer college intern working with Army News Service.)

A new PT uniform was approved for soldiers' use by GEN Dennis J. Reimer, former Army Chief of Staff, on June 9.

The new PT uniform consists of a five-piece ensemble, which includes a t-shirt, long sleeve shirt, jacket, pants and shorts. The uniform will be issued to new soldiers in May 2000, and becomes available in military clothing and sales stores in October 2000, according to MSG Debra Wylie, uniform policy officer for the Office of the Deputy

Chief of Staff for Personnel.

The new uniforms shouldn't cost more than \$100, almost double that of the current PT uniforms, which have been issued since 1986. The reasons for the increase in the uniform price include inflation, different material and different design.

Several changes have been made from the initial test versions to reduce the cost of the uniform, one being the removal of the hood. Even though it hasn't been officially decided, a dark blue or black watch cap will be used. Also, some of the reflective material was taken away, and the reflected pin stripe was changed.

The t-shirts, which are made with Cool Max material and cotton, won't cling to a person's body. The new jacket and pants are water resistant. There are zippers in the leg, and zippers underneath the arms to let heat escape. The pants have a good, fisher net liner, and the shorts don't have a tight waste line like the previous ones. Both pants and shorts are black, so they won't show dirt or stains. The new uniforms will also offer long-sleeved shirts.

The uniform will also be easier to wash. Soldiers can take the uniform in the shower, if necessary, and rinse it out with soap and water. After letting it air dry for a couple of hours, the uniform should not only be dry, but free of odors. Shrinkage and discoloration after multiple washings have also been decreased.

The uniforms can be washed with mild detergent in warm temperature, and dried on low temperature.

New soldiers will receive the new PT uniform after graduation from initial entry training. But instead of wearing the new PT uniforms during training, new soldiers will be given a faster drying version of the old standard gray Army sweatpants and sweatshirt.

Contractors to tell the AMEDD story

by *Debbe Evans, RCI, Inc.*

After nearly two years of negotiations with a Virginia-based consulting firm, the United States Army Recruiting Command, in concert with the Office of the Chief, Army Reserve (OCAR), has agreed to launch a two-year outsourcing

test of USAR AMEDD recruiting utilizing contract healthcare recruiters. The effort is viewed by many as an innovative approach toward reversing the trend of critical AMEDD shortages in the Selected Reserve. Both the Senate and the Quadrennial Review committee recommended several months ago that the Department of Defense test the validity of engaging the commercial sector in recruiting activities, and OCAR determined the time was right for such an effort.

The program's objective is two-fold: test the feasibility of using non-uniformed recruiters to canvass, screen, credential, and process healthcare professionals for officer commissions and USAR affiliation, and demonstrate cost-effectiveness at the same time.

Test Parameters

The test will be conducted over a two-year period, commencing with a start-up phase in the last quarter of FY 99, with formal mission acceptance Oct. 1, 1999. Contract recruiters will replace existing AMEDD Active Guard and Reserve (AGR) recruiters in the four test

regions: Boston, Massachusetts; Cincinnati, Ohio; Lubbock, Texas; and San

Francisco, California.

Each area represents unique demographic challenges from a recruiting standpoint. Boston is a patriotic city with a strong, pro-military history and vast array of medical and training institutions. Cincinnati represents a traditional medium-sized, Midwestern city, with solid ties to local reserve units. The Lubbock site, located deep in the Texas panhandle, provides a small city atmosphere with a limited healthcare market and USAR presence. San Francisco is generally viewed as a military town, offering an abundance of medical institutions in a diverse, metropolitan environment.

The same application procedures and regulations that govern USAREC recruiters will apply to the contractor. Their mission will include all officer AMEDD specialties, as well as 91CC LPNs. OCAR will provide fiscal oversight of the test while USAREC will provide technical oversight.

Start-up Phase

To kick off the project, a two-week training conference was hosted by the

contractor, Resource Consultants, Inc., in early June for new recruiting and administrative staff. The conference was highlighted by presentations from the Army's top leadership to include LTG Blanck, Surgeon General of the Army; BG Silverman, Cdr 804th Medical Brigade; COL Norton, Chief, HSD, USAREC; COL VanDyke, Chief, OCAR Medical Affairs, and many other speakers from the Army and private sectors. Training on ARISS, OWNRS, and REQUEST systems, required to track packet and mission production, was also conducted.

In late June, contract recruiters met with USAREC Healthcare Recruiting Teams to hand over those application packets already in progress. The meetings were positive and collaborative, providing a glimpse of future teamwork between the two organizations.

By mid-August, the contract recruiters will receive their mission along with the rest of the AMEDD Healthcare Recruiting Teams. In September 2001, a determination will be made on expanding the program to additional sites.

INS clarifications

Note that the burden of proof for citizenship is with the applicant, not the recruiter.

The new I-551 is a 10-year card, thus requiring renewal every 10 years. As long as the card is valid (not expired), there is no requirement for fingerprints. An over stamped passport with a valid immigration (permanent resident alien) stamp is valid for enlistment unless it has expired. The "temporary work permit" is not valid for enlistment because the applicant is not eligible for enlistment. Under the law, only a permanent resident alien can enlist; a person with a work permit is not a permanent resident.

The verification form 845 can be used for enlistment in lieu of the I-551 card. The use of a verification form is very simple and takes one day to acquire, in most cases. The form simply is taken to the INS office and they verify the applicant's status. Our previous contact with the INS has indicated that when requesting verification via the 845, state it is for enlistment purposes and INS will give as much priority as possible.

The Milk Run

by MSG Danny Free

*Make every minute of your time productive
Work smarter, not harder
Strategic planning*

What is a Milk Run?

The “milk run” isn’t something new, it’s been around for years. Successful recruiters use it to plan their daily, monthly, and yearly activities to increase productivity. A milk run is taking all of your resources and designing a plan of attack to reach your market;

generating leads, COI/VIPs, applicant follow-ups, DEP/DTP follow-ups, high schools/colleges, business, etc. By making a detailed plan using all of your resources, you can decrease your DEP/DTP losses and applicant no-shows, and increase referrals and production.

Resources

First, we need to plan our attack. We need to get all of our resources:

- * *High School Folders*
- * *College Folders*
- * *COI/VIP Cards*
- * *High School LRLs*
- * *Grad LRLs*
- * *College LRLs*
- * *Applicant follow-ups*
- * *DEP/DPT follow-ups*
- * *Updated RPI w/business card attached*
- * *Posters w/station address*
- * *Map of your area of responsibility*
- * *Market Share for last three years*

Planning

LRLs: Go through all of your LRLs and group all of your leads by ZIP code, address, and category (Grad/HSSR). You will be amazed by how many leads are

living on the same street. Now you have generated a solid cold house call list. Example below:

(Area A)					
Zip Code	Name	Address	Phone #	Category	Blueprint
40121	John Smith	213 Blue St.	234-5678	GRAD	AGFT 56, played football
40121	Tom Jones	612 Blue St.	234-1324	HSSR	In Band (Drums), ROTC
40122	Jane Doe	744 Gray St.	235-6756	GRAD	Attending Univ. of Kentucky

High School/College Folders: Get a list of all junior and senior teacher and professor names, subjects, and classroom numbers. Make sure you plan to introduce yourself to at least three teachers/professors on each school/college visit. By the end of the year, you will personally know everyone on campus. Always ask for a referral and if there is anything you can do to help them.

Follow-ups: Make a list of all of your follow-ups by using their address and include them when planning your cold calls. Include your DEP/DPTs and COI/VIPs.

RPIs/Posters: You must have updated RPIs and posters in the trunk of your GOV at all times. Be sure to have your business card attached to them so you will get credit for walk-ins and call-ins that you generated.

Area of Interest: Look in your telephone book for businesses that your market uses on a daily basis: fast food restaurants near high schools and colleges, coffee shops near colleges, barber shops, doctors' offices,

Map of Your Area of Responsibility: You need to break your area of responsibility into four sections: A,B,C, and D. List your ZIP codes in each area. Analyze

malls, recreation centers, pool halls, parks, swimming pools, etc. These are great places to place RPIs and posters. Make sure you plan follow-up visits to replace posters and RPIs.

your last three years of DOD take and prioritize your markets of opportunity. Example below:

(Map of Area of Responsibility)

Area A 40121 40122	Area B 40123
Area C 40124 40126	Area D 40125 40227

Now, Let's Plan Our Milk Run

By using your area of responsibility in conjunction with your planning guide, you can make your plan on how you are going to take back your market one section at a time.

Start with your bread and butter (market of opportunity) areas until you dominate your entire market. Get your planning guide and make your P-1 (telephone) prospecting plan for a week in advance. Make sure you call the names for the area you will be in tomorrow during P-3 (area canvassing/face-to-face) prospecting. Use your list that you made for cold house-calls and plan your follow-ups accordingly.

Plan your school/college visits early and have a solid plan on how you can receive a list (if you don't have one), set up class presentations, increase ASVAB testing, etc. Plan which businesses you will visit to generate COIs and VIPs and post your area. Select a prime area in each section and ensure you are there at a certain time and day each week. Make sure the prime area (business, restaurant, park, etc.) is productive; if not, locate another. When you show up at the same day and time, everyone knows you will be there. Your COIs and VIPs will become friends, and they will give you referrals or leads without having to ask.

Every time you are in a section, make sure you see your DEP or DTP members face-to-face. By staying in contact with their parents face-to-face, you will find out

sooner if there is a problem. But most of all it will decrease problems with shipping, because you show that you really care for them. Make sure you invite their parents to your next DEP function. Always plan one week in advance on what section you're going to be in and generate a plan of attack from your list. If you have a no-show for an appointment, you will have your list to do cold house calls to generate another appointment or conduct. P-3 (face-to-face) prospecting should be the bulk of your prospecting time during the day.

Keep one thing in mind, the next person you talk to might want to join or may give you the lead you need to become mission boxed. There is no better feeling when you come back to the office and have ten messages from people who have called in asking for you, and they are interested in the US Army. While everyone else is pounding the phones trying to make an appointment, you already made your PMS requirement for the day, with solid appointments and conducts who want to join. Now, you can rake in the benefits for working smarter instead of harder, *mission box plus* each and every month.

I hope this article helps you in time management and the search for over-production. If you have any questions or suggestions on this subject or comments for future articles, contact MSG Danny Free, Training and Plans Directorate at (502) 626-1442.

Recruiting on the college campus

by Bill Kunisch

USAREC Recruiting Operations

Over the next few weeks, during August and September, new and returning students will make the annual trip to college campuses. Students will ensure their class schedules are correct and begin purchasing books and supplies. Their thoughts are definitely not on joining the Army. This may not look like the most opportune time for recruiters to be talking to college students.

But now is the time to start preparing for when students might consider talking about how to pay for college. Are you up-to-speed on the details of the Loan Repayment Program? Provided are some tips and ideas that you might implement as they prepare for school year 1999-2000.

* The first tip is the easiest. Obtain a college catalog, a calendar of events, and the schedule of athletic events. Catalogs can be picked up at the registrar's office, campus bookstore, or visit the college's home page.

* Some colleges have an orientation week before the start of classes. Usually colleges allow businesses and organizations to set up tables and distribute information. Check with student services concerning the dates and the possibility of setting up a table. Here is an opportunity to show the uniform. It is very likely that many students don't know they can obtain a part-time job with the Army Reserve. Orientation week is also an opportunity to set up a static display with your ARISS laptops, running the continuous play videos or the APA commercial video. Have another recruiter there, too, adding names and numbers to the packet projection program for those students wanting additional information.

* Coordinate with ROTC on planned activities. Find out their policy on

providing recruiters with the names of ROTC students who are having academic problems, or those who have dropped out of the ROTC program.

* Visit the editor of the student newspaper and the other campus media outlets (TV and/or radio), offer to be interviewed, or ask if your company or battalion commander could be featured in an interview. Also inquire about ad rates and the placement of ads.

* Visit student services and inquire about their policy on posting flyers in dorms. Find out if there is a way that you could be informed of students planning to stop-out. Also offer your assistance during special campus events.

* Visit the career resource center and the placement office. Find out their policy for leaving RPIs. Schedule college visitation dates. Ask if the college has any special career day functions. Check to see if it is possible to put something about the Army on the Career Planning and Placement database? At the University of Florida, if a student "clicks" that he/she is interested in the Army, a copy of the resume is sent to the company, and an appointment is scheduled almost immediately.

* Visit the financial aid office. Find out their policy on outside agencies, such as Army recruiters, presenting a short briefing during the financial aid exit briefings at the end of each term. Ask if they will insert the LRP brochure in some of their financial aid mailings.

* Visit key campus COIs. Ask some of them if they might be interested in being invited to go on the battalion's educator tour.



* Become acquainted with student government and student organization leaders and offer to make presentations at some of the meetings.

* Visit fraternity and sorority houses. What is their policy on posting flyers? Offer to make presentations at one of their meetings.

* Ensure that a folder is established for each of your colleges and the registrar is officially asked for student recruiting information (list) IAW the Solomon Amendment.

* Recruiters should continue to work on their own college education. By enrolling in a college class, a recruiter exemplifies Army education benefits in action. Before or after class, spend another hour studying in the library, student union, or cafeteria. Some advise always wearing the uniform. Others suggest not initially wearing the uniform, then when it is worn the second or third week of classes, it becomes a conversation piece.

These are but a few ideas that may assist a recruiter working the college campus. There are probably many other ideas and activities that have proven successful. Please e-mail these success stories to kunischw@usarec.army.mil, so they can be shared with other recruiters as they attempt to penetrate the college market.

HRAP soldier succeeds at Lakewood RS

by Dottie Pack
Hqs, US Army Recruiting
Command

Imagine being able to spend almost three weeks with your family before going to your first duty assignment, and not being charged for leave.

PV2 James Bias has had that opportunity. As a participant in the Hometown Recruiter Assistance Program, he has been able to spend time with his wife and children, without using his leave, before going to his assignment in Korea.

A 1997 graduate of Lakewood High School, Cleveland, Ohio, Bias returned to the Lakewood RS as an HRAP soldier. He was informed about the program during his initial orientation with his recruiters, and then again during basic training at Fort Leonard Wood, Mo., by his drill sergeants.

At first, it sounded like a great opportunity to Bias mainly because of the leave aspect. But as his involvement in the program expanded, he gained more respect for the recruiters, realized how hard their job was, and felt good about being able to help them out. Bias said that because of his experience at Lakewood RS, he definitely wanted to become a recruiter later in his career. He has also decided to make the Army a career.

As a participant in HRAP, Bias has been given the time and means to communicate to today's youth the trials and tribulations of basic training, as it is today.

"As an HRAP soldier, I am not as intimidating (to prospects) as the recruiters," he said. "Because I am the same age as most that I am dealing with, it is easier for them to relate to me. Since the recruiters have not been to basic for several years, and having just graduated, I can tell them how it is today. I wish I had had an HRAP talking to me when I had decided to



PV2 James Bias receives a coin from the Chief of Staff of the Army, GEN Eric K. Shinseki, for his outstanding performance as an HRAP soldier at the Lakewood RS. (Photo by Tim Turpin, Cleveland Bn A&PA)

enlist. It would have been easier," Bias said.

According to Bias, basic training was different than what he expected, but at the same time exactly what he had expected. The hardest part was the teamwork aspect, the long hours of training, and getting his body on a schedule.

But when asked what was the best part, Bias said, "Honestly, all of it. The drill sergeants treated you with respect, but helped you with your problems at the same time."

With the increasing need to meet mission, GEN John N. Abrams, TRADOC commanding general, is stressing the need to utilize this program.

"Assistance to recruiters. HRAP places newly, trained, highly motivated soldiers into the recruiting force," says Abrams. "This gives recruiters additional manpower with which to promote "Army awareness" in the community, especially

among high school students and key influencers."

"Being an HRAP," Bias said, "I have had an opportunity to tell people that the Army is not just about going to war, it's many other things."

During his time at the Lakewood RS, Bias has obtained six leads and one commitment. His duties have included calling friends, visiting local malls, visiting local hangouts, and passing out brochures. All of this while visiting with old friends and family.

When asked what his success was, he insisted that the credit go to the recruiters.

"They are the ones working hard," said Bias. "I'm just talking." 

For more information on the Hometown Recruiter Assistance Program, see story page 10.

Hometown Recruiter Assistance Program

by Dottie Pack
Hqs, US Army Recruiting
Command

The Hometown Recruiter Assistance Program has implemented some changes enhancing the benefits of the program. Now, soldiers completing OSUT/AIT enroute to their first duty assignment participating in HRAP on permissive TDY are authorized up to 20 days HRAP duty. Permanent party personnel performing HRAP duty on permissive TDY are authorized up to 16 days. And, those soldiers participating in a paid TDY status are authorized up to 30 days.

Following is a list of questions and answers regarding the program pending the approval of a DA regulation.

When should a recruiter start looking for an HRAP? While in the Delayed Entry Program. Potential HRAP soldiers must be of good character, have public speaking skills, and possess a motivation about the Army. Indicators of a potential HRAP soldier are activity participation, DEP referrals, and leaders of athletic teams or school activities. Recruiters should tag these soldiers early and maintain close contact with their drill sergeant throughout BT. The recruiting company commander should keep in contact with the BT company commander to ensure that the soldiers have the proper documentation for quick return as HRAP soldiers.

What are the requirements for participation as an HRAP soldier?

- * Exceptions to these requirements (unless otherwise stated) may be waived by approval of the HQ USAREC HRAP Manager.

- * No more than 25 years of age.
- * A high school diploma graduate or have a GED with 15 or more college credit hours.
- * Meet height and weight standards IAW AR 600-9 (no exceptions).
- * Reside within 50 miles of a RS.
- * Provide own transportation.
- * Volunteers performing HRAP duty in a permissive TDY status will do so at no cost to the government.
- * Cannot be flagged. (no exceptions)
- * Have an approved DA Form 4187 and DA Form 31 signed by the first LTC

in the chain of command.

- * The top 10 percent of OSUT/AIT graduates will be provided a paid 30 day TDY for HRAP duty by TRADOC.

- * Permanent party soldiers/NCO (E4-E6) of month/quarter/year Bn level or higher and those with significant achievements, TRADOC will provide a paid 30 day TDY for HRAP duty.

What are the benefits of an HRAP soldier to the recruiter?

- * Assist as a source of direct leads.
- * Assist in high school presentations and back to school activities.

- * Assist in P3 prospecting.

- * Scan LRLs to identify potential prospects.

- * Assist in getting into the right target-rich environments.

- * A recent OSUT/AIT graduate can walk into his old high school as if he never left, having already established the rapport with fellow students and faculty. The HRAP soldier can tell the Army story to his former classmates and key influencers with first-hand knowledge.

What are the duties of an HRAP soldier?

- * Report to the designated RS commander on the day HRAP starts in Class A uniform with signed forms.

- * Represent the Army to the best of their ability.

- * Permissive TDY HRAP soldiers cannot work more than 24 hours a week.

- * Paid TDY HRAP soldiers can work full eight hour days.

- * Plan a daily itinerary with the RS commander.

- * Generate as many high school diploma graduate and high school senior leads and enlistments as possible during HRAP tour.

- * Report to RS daily for uniform inspection and itinerary approval.

- * Help reinforce the commitments of the DEP/DTP soldiers.

- * Speak to groups as directed by the RS commander.

What are the restrictions for HRAP soldiers?

- * Permissive TDY OSUT/AIT soldiers enroute to their first duty assignment will not exceed 20 days

HRAP duty *including* authorized travel. Extensions are not granted.

- * Permanent party soldiers on Permissive TDY may not exceed 16 days *including* authorized travel. Extensions are not granted.

- * Cannot drive applicants to MEPS or medical appointments.

- * Cannot hand-carry administrative or recruiting paperwork.

- * Cannot run police or court record checks or requests for references.

- * Cannot be utilized for RS administrative support.

- * Cannot be utilized for cold calling off the RS lead refinement lists.

- * Cannot drive GOVs.

How do you award an HRAP soldier for doing a good job?

- * Commanders at all levels will have an exit plan to ensure all soldiers receive an honorable departure with a pat on the back, thanks for a great job, and appropriate awards for outstanding soldiers.

- * Recommendation for impact awards must be made to soldier's parent unit.

Can an HRAP be terminated from the program? Yes. HRAP soldiers will be briefed that soldiers not meeting the standards of personal behavior, military bearing, or who fail to demonstrate personal initiative will be terminated.

In the event a soldier is terminated, the recruiting chain of command will be notified of the termination not later than the next duty day. The recruiting battalion HRAP POC will notify the HQ USAREC HRAP manager no later than the next duty day, who will then notify the participant's MACOM or installation point of contact of the termination. The recruiting battalion commander having administrative control will issue a memorandum of termination using the form in USAREC Reg 601-103. The recruiting battalion commander will provide a memorandum of feedback to the HQ USAREC HRAP manager and the soldier's command concerning the termination.

For further information on the HRAP, contact the HQ USAREC HRAP manager, SFC Gorman, DSN 536-1582, COM (502) 626-1582. 

Running for Army recruiting

*Story and photo by
Patrice E. Creel, Jackson BN
A&PA*

As he changes into his running shoes in the Jim Hill High School locker room in Jackson, Miss., SGT Jerrold Greenwood can't hear the favorable comments by student athletes who label him as the "Great Motivator" and the "Big Boost."

But as he rounds the corner, sophomores and seniors, males and females, greet him noisily with grinning faces, friendly hand slaps, arm punches, and excited news about improvements in their running times and distances.

Greenwood stays "on the track," figuratively for Army recruiting, and literally, as a former field and track star, sharing his tried-and-true techniques, and winning ways with potential soldiers.

Those winning ways started early for Greenwood as the 8-year-old champion of the 50-yard dash for his Chicago boy's club and continued throughout his junior high and high school years at Fenger High School in Chicago where he placed third in the state in the 400-meter hurdles. His 5-foot, 5-inch frame proved no deterrent as he competed and won first place medallions in 200- and 400-meter dashes and 400-meter relay.

He clocked his personal best time several years later as a Marine stationed at Kaneohe Bay, Hawaii, where he won first place for the post in the 200-meter dash and ran the 100-meter dash in 9.9 seconds. Following his three-and one-half-years Marine tour-of-duty as a Communications Specialist, Greenwood changed to Army "greens" as a Combat Engineer for "a better career opportunity."

Being stationed at Fort Bragg, N.C., as a squad leader and then as a Battalion

Reenlistment NCO, didn't slow him down as he continued to win first places for that post including, 200- and 400-meter relays and second place in the 400-meter hurdles in the 1997 races.

His work with the high school's girl and boy track teams began after his assignment as a recruiter in the Jackson Battalion in January 1998. Since then, four high school athletes have joined the Army or Army Reserve.

Greenwood has developed quite a following from coaches and students alike, including those who can't run fast enough to catch up with him, yet.

"First of all, Sergeant Greenwood is a good role model," praised Darryl Jones, Hill's track and football coach.

"These kids need good, positive people," Jones continued. "I can tell he's still in shape. He runs with the guys, and he's a valuable coach because he can demonstrate what he's talking about. He enjoys the kids and wants what is best for them. And he can share about the successes with his career in the Army. He can also relate to them as a track athlete. He works with them on starts, baton exchanges, sprinting techniques and, especially, attitude."

Students repeatedly pointed out Greenwood's positive attitude and ability to motivate the young athletes who share the track and field with "Sarge," as many affectionately call him.

"He teaches me good techniques," said junior Cedric Evans.

"He motivates us to run, and he knows what he is talking about, and he tells me to run my best," continued Evans, who runs the mile relay and 800-meter races.

Sophomore Derrick Edwards shared that Greenwood "always runs with me and keeps me up. I understand he knows what I can do, and if I don't, he pushes me more. And I understand he does that to help me improve. This is my first year in the long jump, and I made All-

State South," explained the 5-foot, 6-inch athlete who jumped 22 feet, 3 inches. "My goal is to make All-State next year, by pushing more and more," finished Edwards.

Starica Harper, a sophomore, who competes in the 200-meter dash, 4 by 1, 4 by 2, and 200-meter relay, credits Greenwood with "teaching me how to have a positive attitude and to stop complaining. He helps me with my running and has taught me how to jump up higher and kick my legs out. And to be the best at everything. I want to be a nurse, and he has told me about being an Army nurse."

Jeremy Odie, a senior anticipating community college and the Army Reserve, credits Greenwood with the improvement in his 40-yard dash, trimming his time from 4.7 seconds to 4.45 seconds. He also gave "Sarge" another nickname, "The Big Boost."

"He has helped me mostly on my technique, showing me I was running too uptight," said Odie. "He showed me how to flow, and now I can feel myself getting faster. He has also taught me how to keep a positive attitude, that you can't progress with negative thoughts, and for real endurance, you always have to have a positive attitude."

Good attitudes, motivation to be the best, and endurance prove to be winning traits for the student athletes Greenwood trains, and those qualities translate well into a daily way-of-life for this successful Army recruiter. 



SGT Jerrold Greenwood, right, teaches running techniques to Jim Hill High School sophomore, Derrick Edwards.

50,000th CONAP
enlistment

Army time just figures for graduate

by Jim Killackey
Education Editor
The Daily Oklahoman

The number 50,000 is helping a Chandler teenager "Be all you can be."

The Army is recognizing Jason Reedy as the 50,000th enlistee to enroll in college before he goes on active duty.

After his four-year military obligation, Reedy will be eligible for \$50,000 toward earning a degree at East Central University in Ada.

"College is a waste of time until you're ready. In four years, I'll be college material. I know that then I'll be more mature and a better student," said Reedy, a Chandler High School football and baseball star with a 3.2 grade point average.

"During my senior year, I didn't think much about what I would do after high school," said Reedy.

But after being contacted by an Army recruiter from Shawnee, Reedy assessed his future and decided that military service followed by more than enough money to earn a college degree in Oklahoma was the best route.

He leaves for Army basic training July 21 at Fort Benning, Ga. He plans to become an Army airborne ranger at the same post.

"They're paying me to stay in shape. I was very curious about the Army, and it actually sounded like fun," he said.

Reedy said if he attended college now, he would have to work to put himself through school, and that would be a sizable distraction. This summer, he makes three-gallon ice cream cans at Farm Fresh dairy in Chandler and has worked at a fast-food restaurant in Stroud.

He looks at the Army and college education as a package deal that will further a career in federal law enforce-

ment, possibly the FBI. Four years in the Army also will offer him discipline, direction, and a chance to see the world, Reedy said.

The teen also is following in his father's footsteps. Eddie Reedy was stationed in Germany during much of his Army service from 1980 to 1984.

"I know that I'll need a college education. In four years after my discharge, I'll better appreciate that higher education experience and be ready to hit the books," Reedy said.

Since 1991, the Army has been offering college incentives to sign up new recruits. Reedy is eligible for the large sum of financial aid under the Army's concurrent admissions program. The education money comes from the Army College Fund and the Montgomery GI Bill program.

Army enlistees who enroll in college before entering active duty can earn \$26,500 toward college expenses for a two-year commitment, \$33,000 for three years, and \$50,000 for four years.

East Central is one of 28 colleges and universities in Oklahoma participating in the Army's concurrent admissions program.

In 1998, \$7.1 million of Army College Fund money was granted to 202 Oklahomans who enlisted in the Army.

Reedy was recognized at 2 p.m. on July 7 during a ceremony on the East Center campus in Ada. The ceremony was attended by college President Bill Cole and military representatives from Washington. 

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This article appeared in the July 5, 1999 issue of *The Daily Oklahoman*, Oklahoma City. It is a credible story for recruiters to use with prospects who may want to go to college, but can't afford to do it right now.



LTC Steven P. Apland, commander of the Oklahoma City Recruiting Bn, presents a plaque to Jason Reedy recognizing him as the 50,000th CONAP enlistee. Presentation was made at East Central Univ., Ada, Okla., with Reedy's parents, Kim and Eddie Reedy. (Photo by Ron Staszuk, Oklahoma City Bn A&PA)

The Way I See It

Vision implies change. Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instructions on the back of this form, postage free.

Please be as detailed as possible when citing examples for improvement. Recruiters, support staff, and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are *not* required.

Dear Chief of Staff:

Teamwork: Working together as a team, we can accomplish more than working as individuals. Share your vision for the future of the US Army Recruiting Command. All forms are

mailed to and received directly by the USAREC Chief of Staff, Fort Knox, Ky.

HQ USAREC Fm 1825, Rev 1 May 98 (Previous editions are obsolete)



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Sarah Shaferly, left, and Jennifer Davis became fast friends at college and joined the Army Reserve three weeks later as licensed Practical nurses.

Nursing students join Army Reserve under STARR

**Story and photo by
Brian Lepley
Columbus Bn A&PA**

Sarah Shaferly and Jennifer Davis met when starting class at Southern Ohio College - Findlay. Three months later the nursing students are in Army basic training, preparing to join the 914th Combat Support Hospital, US Army Reserve, in Columbus, as licensed practical nurses.

"It's wild, isn't it?" Davis said. "We didn't even know each other the first day we were in class."

Shaferly left for basic at Fort Sill, Okla., June 3 and will return the second week of August. Davis departed Findlay June 17 for Fort Jackson, S.C., and will be back the last week of August. Both start LPN classes again at Southern Ohio Sept. 7.

After becoming fast friends the first week of March, the two began to research becoming nurses in the Army Reserve.

"We called SFC Shaw because the information about the Army that was

posted at the college was wrong," Shaferly said.

Shaw, of the Findlay Army RS, answered all their questions but had some of his own. The women would have to drive to Columbus for weekend drills, and they would have to spend most of their summer in basic training to get back in time for school in the fall. Davis would have to get special

"I was looking for experience also, but the money caught my eye," Shaferly said. "I also wanted to take on the challenge of basic training."

permission to join the Army Reserve since she is the mother of five.

When asked why they joined, Davis joked, "To get some time off. Honestly, I wanted to do it to get nursing experience. Also to have the honor of serving my country."

"I was looking for experience also, but the money caught my eye," Shaferly said. "I also wanted to take on the challenge of basic training."

Upon enlistment March 24, both got the same incentive package: a \$5,000 bonus, \$6,000 annually for college for two years, an additional \$9,000 for college after they pass the Army's LPN proficiency test, and \$20,000 to use for student loan repayment after school.

Both have husbands who stand behind their decision to join the Army Reserve.

"We talked about it quite a bit," Mike Shaferly said. The couple has been married less than a year. "I just wanted her to have thought it through before going."

"I was worried about her being gone for a long time," Mike Davis said, since he's in charge of five kids now for nine weeks. "If she's for it, I'm for it. The kids are all for it."

The nursing students joined under the Army Reserve Specialized Training for the Army Reserve Readiness program. Under STARR, the new soldier completes basic training and learns a medical skill on their own with the help of the Army's college money.

After graduation, Shaferly and Davis will work for one month at an Army hospital then take the Army proficiency test. They each have an eight-year enlistment.

"They'll complete the Southern Ohio LPN course next year," Shaw said. "I don't think they'll stop there. I believe they'll continue on to Owens Community College and use their college money to become registered nurses."

PLANNING FOR LIFE AWARD

by William Kunisch
Education Specialist
US Army Recruiting Command

On June 26, COL Richard Swisher, 6th Recruiting Brigade Deputy Commander presented the US Army Recruiting Command's sixth annual Planning for Life Awards at the American School Counselor Association's annual convention in Phoenix, Ariz. In the presence of more than 800 school counselors, COL Swisher recognized Davis County School District of Farmington, Utah, and Harrison County School District of Gilman City, Mo., for their outstanding career planning programs.

COL Swisher commended the Davis County School District counselors for their dedication in developing an outstanding career planning program. He applauded the school district's program as a cooperative effort between the district's 70 schools; 58,000 students; their families; local businesses and community members; all of which, he said, are vital elements for maximum influence on students. He further stated that the "mission of Davis County Schools is to educate all students as they prepare for a productive life in a challenging world. Curriculum developed in the district features self-knowledge, educational exploration and career planning," Swisher said, adding that "the plan developed by this district provides a system that personalizes education for every student."

COL Richard Swisher presented the 1999 Planning for Life award to Deborah Petrick (left) on behalf of Harrison County R-4 School District and to Diann Davis on behalf of Davis County School District.

Diann Davis, Director of Counseling and Guidance, accepted the Planning for Life award for the Davis County School District. Davis stated that the "mission of Davis County Schools is to educate all students as they prepare for life in a changing world. This comprehensive career planning program is designed to be a major contributor in accomplishing this mission." She thanked the program administrators, school counselors, teachers, and "those at the heart of the success of our programs - the students. Everyone has a piece of this award and a strong interest in the program's success runs throughout the district."

COL Swisher then recognized Harrison County School District, which in contrast is a school district that serves only 175 students in grades K-12, in a community of about 400 people. Describing their career planning program, he noted, "Harrison County School District certainly has its challenges, but it is meeting them admirably," explaining that, "the district is struggling with shrinking class size, dwindling budgets, and increased educational demand. Rather than be defeated by these demands, the school board applied for and received the A+ grant and the School-to-Work grants. This funding helped the school implement many program changes to improve its career planning program for students."

Deborah Petrick, school counselor for Harrison County School District, accepted the award. Petrick said, "Our

tiny school took a giant step by implementing the Planning for Life philosophy as an umbrella for our entire guidance counseling program."

"We're with the students every step of the way," she continued. "We're there helping them with every aspect of their career development from career counseling to classroom guidance, from group counseling to individual counseling. We assist them with career preparation and exploration, self-esteem building, teamwork, communication activities, decision-making lessons, relationship lessons, drug & alcohol prevention, and leadership activities. All these, and a number of other community and business-related activities, have helped us form a cohesive plan to assist our students in preparing to meet the challenges of the real world of work."

During the ASCA Conference, the two winning schools also had the opportunity to present the highlights of their programs to interested individuals. The session was well attended and most left with some new ideas to improve their own career planning programs.

These two national winners were selected from 35 state winning applications by a 10-person advisory committee convened by the National Consortium of State Career Guidance Supervisors this past spring. Battalions will be honoring and presenting awards to these winners at state education conferences being held this summer and fall.

The Planning for Life Recognition Program was developed in 1993 to recognize outstanding career planning programs in grades 6-14 and to underscore the importance of career planning as a life-long necessity in the life of all Americans. The US Army Recruiting Command presented the first annual Planning for Life award at the 1994 American School Counselor Association Convention.

Planning for Life is a component of the US Army Recruiting Command's "Take Charge!" program that encourages students to stay in school, stay off drugs, and plan for life.



Changes due in Army uniforms

by Tonya Johnson

(Editor's Note: Johnson is a summer college intern working with ARNEWS.)

Army uniforms will have upcoming changes, and soldiers will need to replace older uniforms in the future.

There is a new shade in the Army green uniform, in which AG 489 replaces AG 344.

"It's a richer, darker green, and it gives the uniform a better appearance," said MSG Debra Wylie, uniform policy officer for the Office of the Deputy Chief of Staff for Personnel.

The AG 344 shade will not be allowed for wear after Sept. 30, 1999. Female soldiers are required to have one Class A jacket, two skirts, and two slacks of the new uniform, and male soldiers should have one Class A jacket and two trousers. According to Wylie, the uniform for females will cost \$175 and female officers must pay \$4.70 extra for the braid conversion kit for their uniform. Enlisted men's uniform will cost \$165, while male officers will be \$175. Soldiers need to know that the AG 344 and AG 489 cannot be mixed and matched.

Wylie noted that the yearly clothing allowance, in which enlisted males received \$334.80, and enlisted females received \$421.20 for 1999, could help pay for all or part of the uniforms that need to be replaced.

As far as Class B uniform changes, there were new changes made in shirts, skirts, and slacks for female soldiers. Female soldiers can now choose between two shirt styles; a mandatory tuck-in shirt, which costs \$9.65, and a new overblouse (optional), which costs around \$15. Old overblouses cannot be worn after Sept. 30, 1999. The long-sleeved version of the tuck-in shirt costs \$14.45, according to Wylie.

"The tuck-in shirt is long enough so that the shirt doesn't come out of their pants. The overblouse is designed so that the shirt doesn't come up when a female raises her arm," said Wylie.

Females will be required by Oct. 1, 1999 to purchase a new wrap around neck tab with hook and pile fastener.

New skirts have been designed for wear, making the former A-line skirt unauthorized after Sept. 30, 2002. Wylie is pleased by the change and said, "I've been in the Army for 19 years, and it's the first change I've seen in the skirts and the trousers." The new skirt has a back zipper, and a kick pleat, which offers a stylish design, yet allows for easier movement. The skirt also has a non-slip waistband and two darts on the front and back of the skirt.

"We received good feedback on the skirt. They [female soldiers] especially liked the kick pleat. In addition, the females, through surveys, wanted the skirts more tapered like the female skirts in the Marines," said Wylie. The new skirt will cost \$24.25.

Female soldiers will also see a change in their slacks. "The new slacks allow for easier alterations and look more tailored," said Wylie. The new slacks, which cost \$28.60, will have belt loops, unlike the previous slacks. A one-inch black web belt with a one-eighth inch yellow brass buckle must be worn with the slacks, so that the tipped end is to the female's right, which is the opposite of the male's belt on their pants. The slacks, which have a mandatory purchase date of Oct. 1, 2002, can be worn without a belt if the soldier is wearing a long or short-sleeved overblouse.

"We're able to offer female soldiers more sizes, especially trousers in particular," said Wylie. The new slacks feature sizes in petite, regular, tall, juniors, misses, and women's.

Expecting soldiers will see a change in the maternity uniform. The new uniform, according to Wylie, provides extra comfort and looks better. The new maternity ensemble includes one long sleeve shirt, two short sleeve shirts, one tunic, two slacks and two skirts. The whole ensemble should cost a little over \$200. The individual prices are as

follows: tunic-\$32.95, one pair of pants-\$27.95, skirt-\$12.70, short-sleeved shirt-\$19.95 and long-sleeved shirt-\$10.95.

Male soldiers will see changes in their long and short-sleeved shirts. The new shirts have pleated pockets, a stand-up collar, and are made with heavier material. The short-sleeved shirt will cost \$10.20, and the long-sleeved shirt costs \$11.45. Older shirts without pleated pockets cannot be worn after Sept. 30, 1999.

Males and females issue foot wear has been replaced with the poromeric (synthetic leather) finished oxford shoes, even though there hasn't been a mandatory possession date set. A smooth toe, black oxford shoe will replace the previous moccasin toe shoe. The new shoes will cost \$28.10 for females and \$31.10 for males.

Soldiers will see changes in their outerwear as well. A new unisex cardigan sweater (optional) has replaced the individual male and female black Army cardigan. The new sweaters are made of 50 percent acrylic/50 percent wool material. They can be worn unbuttoned or buttoned indoors, but must be worn buttoned outdoors, except for pregnant soldiers. The cardigan can be worn cuffed or uncuffed, but cannot be rolled or pushed up above the wrist. The old sweaters cannot be worn after Sept. 30, 2000. The new unisex cardigan sweater costs \$39.

A new black all-weather coat, which is double breasted and belted, replaces the unbelted black all-weather coat and interim version double-breasted coat. The new coat, which is required for wear by Oct. 1, 2001, will cost \$77.45 for females and \$75.65 for males.

Hot Weather BDUs will receive a new look as well. The Enhanced Hot Weather BDUs will replace the current HWBDU's. According to Wylie, there is no projected wear out date for the current HWBDU's, and stocks will be used until exhausted. Wylie said that the enhanced HWBDU is made of sturdier material and has less shrinkage when washed. Both BDU uniforms can be mixed and matched.

GEN Dennis J. Reimer, former Army Chief of Staff, approved the new Army uniform policy change June 9. 

All-Star Recruiting Teams

USAREC is conducting a series of tests to validate revisions to our operational and training doctrine, tactics, techniques, and procedures (TTP), and recruiter/leader core competencies. The validation will drive revisions to our institutional and sustainment training products, as well as revisions to USAREC Reg 100-5, USAREC Reg 25-100, the 79R Soldiers Manual, and the publication of USAREC Reg 25-101. Upon our review of the most recent FM 22-100, Army Leadership, we will infuse the leader development competencies into a revised station commander's course at the Recruiting and Retention School, Fort Jackson.

We will conduct a 179-day test beginning in October 1999 to test our revised doctrine, college penetration strategy, and a pre-screening test to assist in the recruiter selection process. The test sites will be two model recruiting stations, comprised of 79R and detailed recruiters armed with our most advanced technology and Internet capability. The Combined Arms Center at Fort Leavenworth, TRAC LEE, and the Soldier Support Institute at Fort Jackson are in complete support of this effort. We are working with CALL to set up a USAREC lessons-learned web link.

Test Objectives

To establish and validate operational and training guidance that, when applied and implemented, will establish clear TTP for commanders and leaders to effectively train the recruiting force for mission success.

To test prescreening procedures for the recruiter selection process. Such prescreening is already in use by industry and the US Air Force because it shows a correlation of measurable characteristics to recruiter performance. This prescreening is similar to personality profiling. As an example, USAREC conducted a Psychological Survey Test in 1997-1999, which displayed a strong indicator of a recruiter's potential success. If this prescreening proves



valuable, the goal will be to test all soldiers in BNCOC.

To test a college marketing and penetration strategy. This strategy would examine how students relate to the current job market and how Army opportunities and options might appeal to their needs. In addition, the strategy would address how initial contact with a prospect might come from someone other than a recruiter (e.g., a "telemarketer"). This strategy will address developing college COIs, expanding Internet links at colleges (e.g., student loan offices), participating in job, technology, and financial aid fairs, partnering with ROTC programs, developing a college HRAP for lieutenants, expanding C0NAP and SOCAD programs, and designing a financial assistance pamphlet for college students.

To collect lessons learned during the test and to establish a permanent recruiting lessons-learned cell.

Conditions

During a 179-day test, the two stations will operate under revised operational doctrine and TTP and will focus on the grad market. Each station will fall under the standard command and control of its geographical parent recruiting company. The stations will have the normal geographic environment as to market share, territory, and ethnic positioning of recruiters.

The stations will be resourced to emulate a model recruiting station and equipped with all standard office automation to include Internet access, cell phones, and pagers.

The recruiting stations will be Newark, New Jersey, and Lawton West, Oklahoma. The Newark RS (1-5-1) will have three 79R RA cadre recruiters, three detailed RA recruiters, and one AGR recruiter. The Lawton West station (1-4-2) will have three 79R RA cadre recruiters, two detailed RA recruiters, and two AGR recruiters.

Selection Process

USAREC will select the desired recruiters and station commanders based on nominations and volunteer packets reviewed by a panel at USAREC Headquarters. The panel will include a colonel, a 79R sergeant major, two 79R Regular Army master sergeants, one 79R Army Reserve master sergeant, one non-79R sergeant major and first sergeant (with a combat arms background). The selection process will include a personal interview.

The selection process will include a thorough evaluation of sales skills (including laptop and manual). It will also include an evaluation of each soldier's leadership skills, knowledges, and attributes (to include planning, market analysis, battle planning, time management, leadership, and counseling). All recruiters in the pool of potential selectees will be administered a prescreening test as described above. Potential selectees for station commander will also be evaluated on their training skills, specifically on the Recruiter's Training Folder (USAREC Form 1165) and the New Recruiter Handbook (USAREC Pam 350-2).

All selectees will have a proven record of sustained superior performance. The panel will make recommendations to the commanding general, and he will make the final decision on selection.

Time Line

From July 1 to Sept. 1, USAREC is conducting its doctrinal review of the test design, and the recruiter selection panel will make its recommendations. By Sept. 1, orders will be cut for those soldiers assigned to the new stations, the facilities will be established and equipped, and recruiter/leader training will begin.

The test period will be Oct. 1, 1999, to April 1, 2000. A final report will be given to the commander of Training and Doctrine Command on June 1, 2000.

America Goes Back to School

This year marks the fifth annual *America Goes Back to School* initiative. *America Goes Back to School* focuses public attention on education during the back-to-school months of August through October. This initiative allows individuals and organizations in the local community an opportunity to show their support for the education community and the education of the Nation's youth. Each year the US Army Recruiting Command has endorsed this initiative and many battalions have made this program a part of their annual school plan.

This year's theme is "Challenge Our Students and They Will Soar." Today more than ever community involvement is needed if the nation expects its students to achieve high academic standards and succeed in the 21st century. Besides focusing on the coming century, communities may rally around other issues. This command can promote the "stay in school/stay off drugs" message and assist in developing pathways to careers through the Armed Services Vocational Aptitude Battery (ASVAB) Career Exploration Program.

Since schools and school districts begin at different times throughout the country, the command has designated the month of September as a time for commanders and recruiters to become actively involved with their schools by improving relations and developing long-lasting partnerships. The intent of the activity is more important than actually visiting a number of schools. This is an opportunity for you to become involved with your schools and develop ways to work with them throughout the year.

Below is a list of recommended activities that commanders may wish to pursue. This list is not all-inclusive. Any activity that demonstrates the Army's support of education is encouraged. Brigades and battalions will have until the end of September to become involved with schools in their communities.



1. Visit Selected Schools

- > BLT will visit at least one selected school in each company.
- > CLT will visit at least three selected schools.
- > Schools should be those that are in need of actions to increase penetration and reinforce the Army's commitment to education.

These visits may include:

- Meeting key influencers in the school (principals, teachers, counselors)
- Seeking support for administration of the ASVAB.
- Providing information on Concurrent Admissions, Stay in School/Stay off Drugs, and Planning for Life Programs.
- Providing presentations, if possible, to junior and senior classes.
- Informing school of available college funding through MGIB/ACF.
- Picking up school year calendars.
- Scheduling presentations at parent, teacher and student meetings.
- Becoming goodwill ambassadors to

schools and offering to help as role models, mentors, and volunteers.

- Scheduling TAIR and RSB exhibits to support scheduled school activities (e.g., homecoming, college and job fairs, etc.).
- Visiting a classroom and interacting directly with students.
- Teaching a class or participating in a PE class.

2. Schedule a COI breakfast or luncheon for educators. The purpose can either be to inform or to show appreciation.

3. Cooperate with the local school district and community agencies on any events that they may be planning, such as community forums, school assemblies or town meetings.

4. Establish an Adopt-A-School or formal partnership program.

5. Show that the Army cares by coordinating a community activity that supports education. 



International rifle shooter, SPC Jason A. Parker, showed country music star Barbara Mandrell the proper techniques on the air rifle. Mandrell, an avid shooter, visited the Wolf Creek Olympic Shooting Center in Atlanta when the USAMU was participating in the 1999 Pan American Games Selection Matches. Mandrell was made an honorary member of the USA Shooting Team and presented a team uniform and limited edition pistol. Other members of the USAMU present were SPC Renee' D. Cunningham and SSG Eric G. Daniels. (Photo by Paula J. Randall-Pagan, USAMU Public Affairs Office)

12-year old earns Very Important Patriot Award of Honor

*Story and Photo by
LaWanda York, Denver A&PA Bn*

Andrea Jensen may only be 12 years old, but she is an avid volunteer for the US Army Recruiting Battalion in Denver, Colo. The National Military Family Association selected her as one of 10 recipients of the Very Important Patriot (VIP) Award of Honor for 1999. She was awarded a certificate of appreciation and a \$250 check for her exceptional volunteer service in her military and civilian community from among 394 nominee's worldwide.

The VIP program recognizes four Very Important Patriots, 10 Awards of Honor, and 10 Awards of Merit each year for exceptional volunteerism. The program is sponsored by the Kellogg Company, The Minute Maid Company, Keebler, Clorox Corporation, and Gardeetto Foods. It is also endorsed and administrated by the national Military Family Association.

Jensen is a Youth Sponsorship Volunteer for the Denver Recruiting Battalion, which covers all of Colorado, the eastern half of Wyoming, and Scottsbluff, Neb. She writes letters and gathers information about the area the families will be moving to and sends them to the children of fami-

lies who are being assigned to the Denver Battalion. She informs the children of things they can do in the area they will be living. She provides a special service to these children by easing their anxieties about moving to a new place.

"I volunteer because I like kids, and I like to write. I think it is fun writing letters to kids and I get to meet new kids from different countries," Jensen said.

Her letters help children adjust to their move and give them a friend they can communicate with, even if it is through the mail.

"I was very excited," she said about winning and plans on investing the money for her future.

"I nominated Andrea and the other youth volunteers because they do an awesome job writing letters and sending information to kids that are new to the battalion," Kim Franklin, Soldier, Family Assistance Program Manager, said.

Jensen is one of three youth who volunteer in the sponsorship program in the entire US Army Recruiting Command, which spans the nations as well as several other countries. The Denver Recruiting Youth Sponsorship Program, a part of the Denver Battalion Family Support Group, was awarded a grant by the Department of the Army to enhance the program because of the great service these volunteers give to these children.

The parents of the children who receive let-



LTC Kevin Wimmer presents Andrea Jensen with VIP certificate and check at the Arapahoe Company picnic. SSG Stephen Roy, Castle Rock Recruiter, is holding the American flag, and SFC Christopher Jones is holding the Army Recruiting Flag.

ters from Jensen are very impressed with the information she sends. They are also appreciative of the time she takes to make the move easier for their children.

Jensen's father, SFC Stuart Jensen, is the Station Commander of Arapahoe Recruiting Station. Her mom, Vickie, is very proud of her. Andrea lives with her parents and two brothers, PJ and Shawn, in Aurora, Colo.

Two winning teams in Long Beach join forces

from Southern California Bn A&PA

Been to downtown Long Beach lately? Two teams have recently formed an exciting new partnership. Unsure of whom I'm speaking? Here are a few hints... Both teams "shoot" for goals. Both teams wear uniforms. Both teams have winning records. Give up? It's the Long Beach Army Recruiting team and the Long Beach Ice Dogs!

Calling the Long Beach Arena home ice, the International Hockey League's Ice Dogs have a strong local following, and the Long Beach Army recruiters have become some of their biggest supporters. Many a game night, one can find a recruiter or two rushing out of the station door heading to the arena.

The Ice Dogs' mascot, Spike, is a favorite among the recruiters. He is always willing to pose for pictures or sign autographs for the kids, but Spike also lives up to The Ice Dogs' motto "No Bark, All Bite" as evident by his ever-persistent annoyance to opposing teams' fans. Combine this with his wicked slapshot, and Spike is arguably the "top dog" of Long Beach. Spike spends much of his time at the rink, but has also been spotted at various community events.

Recently, Spike attended the Long Beach Grand Prix where he was seen roaming in the pits, eating lemon ice, and even being pictured with some very scantily clad ladies. He was also a regular visitor to Long Beach Army recruiting booth, and may have even been responsible for a grad alpha that month!

Talks are in the works for the 1999-2000 regular hockey season. So far, plans call

for the Long Beach Army Recruiting Station to man an information booth at the arena. They are working on an Army water bottle giveaway day and a possible dog tag giveaway day. And rumor has it that Spike and his friends from the Long Beach Army Recruiting Station will open the first period of a regular season game by rappelling from the scoreboard!

The Ice Dogs' ended the regular season in a respectable third place, but were regrettably disqualified in the second round of the playoff tournament for the Turner Cup.

Spike's job, however, is never done. While continuing to make community appearances and resting up for next season, he still makes time to visit his friends at the Long Beach Recruiting Station.

One last thought to ponder — of all the Long Beach recruiters, SFC Czajkowski is the only recruiter who has never been seen in the same room as Spike. And come to think of it, he has been bringing Alpo for lunch. And have you noticed his new "wag"?

Coincidence? I think not.



SFC Andy Mori introduces his two-year old daughter, Olivia, to Spike.

USAMU soldiers win shooting matches

by Paula Pagan
USAMU PAO

Shooters of the U.S. Army Marksmanship Unit of Fort Benning, Ga., have scored some major victories recently. The following results are just some of their accomplishments:

* USA Shooting National Pistol Championships, Atlanta, Ga., June 15 to 17 —

USAMU international pistol shooter, SGT Carl W. Trompeter II, brought home the Bronze Medal in the Center Fire Pistol Match and finished fourth in the Rapid Fire Pistol Match.

* USA Shooting National Rifle Championships, Atlanta, Ga., June 16 — International rifle shooter SPC Jason A. Parker beat 92 of the country's best shooters to win the Gold Medal in the Air Rifle Match, followed by SGT Kenneth A. Johnson with the Silver Medal and SGT Troy A. Bassham

with the Bronze.

* USA Shooting National Trap Championships, Atlanta, Ga., June 16 — Shotgun shooter SPC Matthew T. DePuydt beat 1996 Olympic Trap Silver Medalist, Josh Lakatos, who took the Silver Medal, to win the Gold Medal in the Men's International Trap Match. SSG Shawn C. Duloher got the Bronze Medal after missing the Silver Medal by one point in the shoot-off. SPC Richard R. Hadden won the Junior Trap Championship.

1. USAREC Form 1184 (Request for Reference) could be completed telephonically.

- a. True
- b. False

2. A memorandum will be prepared by _____ and used for the initiation, approval, or disapproval, and forwarding of all moral, medical, and administrative waivers.

- a. Recruiter
- b. Station Commander
- c. Company Commander
- d. Battalion Operations

3. Who is responsible for conducting the yearly CONAP training?

- a. Battalion Recruiter Trainer
- b. Battalion Education Services Specialist
- c. Company Commander

4. What is the required waiting time for submission of a felony waiver?

- a. 6 months
- b. 9 months
- c. 90 days
- d. 1 year

5. Under the Army Reserve Alternate Training Plan, what is the minimum period of time in the Initial Active Duty for Training (IADT) that a soldier must serve to be considered deployable?

- a. 1 year
- b. 6 months
- c. 12 weeks
- d. 6 weeks

6. Telephonic military police checks are authorized for waiver processing.

- a. True
- b. False

7. ARISS implementation consists of _____ phases.

- a. I
- b. II
- c. III
- d. IV

8. To volunteer for HRAP a soldier must submit a USAREC OP 1 form and a _____.

- a. DA Form 31
- b. DA Form 4187
- c. USAREC form 979
- d. All forms listed above.

9. _____ is defined as the art and science of

persuading people to accept an idea, service, or product.

- a. Recruiting
- b. Leadership
- c. Dishonesty
- d. Salesmanship

10. Who can approve an enlistment waiver for a prior service applicant voluntarily separated for pregnancy or parenthood.

- a. Battalion Commander
- b. CG, Personnel Command
- c. CG, US Army Recruiting Command

11. On a topographic map, the color yellow can represent what feature?

- a. relief
- b. roads
- c. buildings
- d. drainage

12. A six-digit grid coordinate will place you within _____ of your target.

- a. 1 meter
- b. 10 meters
- c. 100 meters
- d. 1000 meters

13. Which of the following is not one of the nine leadership competencies?

- a. Teaching and counseling
- b. Technical and tactical proficiency
- c. Character
- d. Communication

14. What are the color markings on an M67 fragmentation grenade?

- a. Gray, red band(s) and markings
- b. Light red with black lettering
- c. Light green, yellow band, and red marking
- d. OD with yellow marking

15. When firing an M-81 claymore mine, you should have the firing device at least _____ to the rear side of the mine.

- a. 10 meters
- b. 12 meters
- c. 15 meters
- d. 16 meters

The answers to this month's Test can be found on the inside back cover.

Gold Badges



RSM June 1999

ATLANTA

SSG Daryl Harris
SSG Jerry Johnson
SSG Sandra Lewis
SSG William Riddle

BALTIMORE

SFC Brenda Milewski
SSG Robert Carter
SSG Foster Meadors
SGT Harold Lucca

BECKLEY

SSG David A. Bonanno

COLUMBIA

SSG Clinton S. Cornett
SSG Michael McMillian
SSG Garpel Raines
SSG Stephen P. Roberson
SSG Thomas Schindler
SSG Elwood Smith
SSG Stephanie Wright
SGT Gary E. Rayfield

COLUMBUS

SGT Trevor Bethel

DALLAS

SFC Clyde R. Russell
SSG Gregory D. Hidalgo Jr.

DENVER

SSG Kelvin R. Bryant
SSG Ernie D. George
SSG Jason J. Manley
SSG Shannon L. Segall

GREAT LAKES

SSG Derrick Bouldin
SSG Lance Ratzel

HARRISBURG

SFC Jerry R. Collins
SSG David J. Clark
SSG Samuel M. Hall
SGT Brian K. Moyer

HOUSTON

SGT Keith Christopherson
SGT Christian Davis

INDIANAPOLIS

SSG Willie D. Dawson

JACKSON

SGT Tracy A. Jones

JACKSONVILLE

SSG Johnnie Favor
SSG Willie Heard
SSG Jeffery Peterson

KANSAS CITY

SFC Todd Bowden
SSG Daron B. Howell
SSG Jason Lazowski
SSG Joshua G. McClure
SSG David E. Morgan
SSG James Wierz
SGT Curtis E. Cole
SGT Eldon C. Duncan

LOS ANGELES

SSG Dobby D. Anderson
SSG Donald R. Gilbert
SGT Juan Antonio Amador

MIAMI

SFC Carl Clemons
SFC Pedro Davila
SFC Frederick Love
SSG Johnny Fuentes
SSG Gerardo Guzman
SSG Ronald Silvers

MID ATLANTIC

SFC Rodney Becker
SSG Kelly L. Foye
SSG Shawn Neely
SSG Abimelec Rivera
SGT Wade A. Joseph

MILWAUKEE

SFC Terrence L. Dwyer
SFC Dewey R. Smith
SSG Garry J. Helding
SGT Mark A. Rouse

MINNEAPOLIS

SSG Joseph F. Embury

NEW ENGLAND

SFC Edward G. Fenton
SFC Phillip Jones
SFC Ernest Sanchez Jr.
SSG Steven A. Prestridge
SGT Carolina D. Compton
SGT Paul E. Spencer

NEW YORK CITY

SFC Harold Otis Bailey
SFC Antonio Richard Baird
SFC Michael Allen Ludwig
SFC Adam Joe Thompson
SSG Franklin Maurice Hamlette
SSG Phillip Tiradohamlette
SGT Wayne M. Theilen

OKLAHOMA CITY

SSG Douglas E. Hilburn
SSG Carolyn P. Stallings

PHOENIX

SFC Deonarine Parsram
SSG David Padilla
SSG Shawn C. Perry
SSG John J. Somers III
SSG Shawn D. Ward
SSG Barry K. West
SSG Vernon White
SGT Robert A. Hyatt

PITTSBURGH

SSG Jonathon D. Abes
SSG Damian T. Siggia

PORTLAND

SSG James E. Freedman

RALEIGH

SFC Clayton Denson Jr.
SFC Jacqueline Gonsalves
SSG Steven A. Josey

SACRAMENTO

SFC David A. Plate
SSG Robert A. Hyde
SSG Timothy D. Rafferty
SSG Benito H. Silva
SGT Marion J. Browning
SGT Todd T. Hendricks

SALT LAKE CITY

SSG John A. Vellucci

SAN ANTONIO

SSG Winston A. Nicholson III

SOUTHERN CALIFORNIA

SGT Mario Lopez Jr.

SYRACUSE

SSG Michael John Lates
SSG James Clayton Mendelson
SSG Kevin William Schmitt
SSG Wayne Matthew Ward
SGT Charles C. Bergeman
SGT John J. Earing

SPECIAL OPERATIONS

SSG Jon Stylz

Morrell Awards

RSM June 1999



ALBANY

SFC Nelson A. Guifarro
SFC Paul J. Nielsen

BALTIMORE

SSG Leo J. Perfetta

COLUMBIA

MSG J. Swartzentruber
SFC John S. Hicks
SFC Tommy L. High

HARRISBURG

SFC John B. Danneker Jr.

HOUSTON

SSG Tracy A. Driver

KANSAS CITY

CSM Robert E. Keane

MIAMI

SFC Edwin Negron

MID ATLANTIC

SFC Steven Parsons

NASHVILLE

MSG Charles M. Adams
MSG Marshall T. Reams
SFC George D. Merkel

NEW YORK CITY

MSG Darryl Clinton

OKLAHOMA CITY

SFC Randy L. Gallegos
SFC Jerry L. Long

PITTSBURGH

1SG Joseph R. Williams

PORTLAND

MSG Michael E. Schwilke
SFC Timothy S. Hodges
SFC Don L. McAllister

RALEIGH

SFC James Markeson

SEATTLE

MSG Gregory Sohn
SFC Graeme Webster

SOUTHERN CALIFORNIA

SSG Richy A. Colligan

ST LOUIS

SFC Timothy Connell

SYRACUSE

1SG Darol Tucker
SFC William L. Goble
SFC Michael J. Siptrott
SSG Jerald V. Labrake

1st AMEDD

SFC James R. Jackson
SFC Joseph K. Otis
SFC Thomas W. Sylvester
SFC Gilbert C. Troxler II

6th AMEDD

SFC Glen E. Carroll
SFC Jon Cheney
SFC Herbie U. Martin

SPECIAL OPERATIONS

SFC John Kessler
SFC Donald R. Keys

Recruiter Rings

RSM June 1999

ALBANY

SFC John V. Dixon
SFC Dwayne M. Gilliard

ATLANTA

SSG John D. Milsap

BALTIMORE

SSG Louis Brown III

DALLAS

SFC Ronald L. Pannebaker
SFC Gary L. Wilson

HARRISBURG

SFC Darrell Ray Holcomb

HOUSTON

SFC Todd D. Sherman

INDIANAPOLIS

SFC Timeko Sanders

JACKSONVILLE

SSG Ronald Abrams
SSG Jeannette Resto-Bunton

KANSAS CITY

SFC Darryl R. Wheeldon
SSG John Thomas Chmidling

LOS ANGELES

1SG Vladymir Lugardo
SFC Roberto Hernandez

MID ATLANTIC

SFC Edwin A. Gomez

MONTGOMERY

SFC Willie A. Lee
SFC Darrell L. Smith
SSG Dalton Johnson
SSG Michael Melendez

NEW YORK CITY

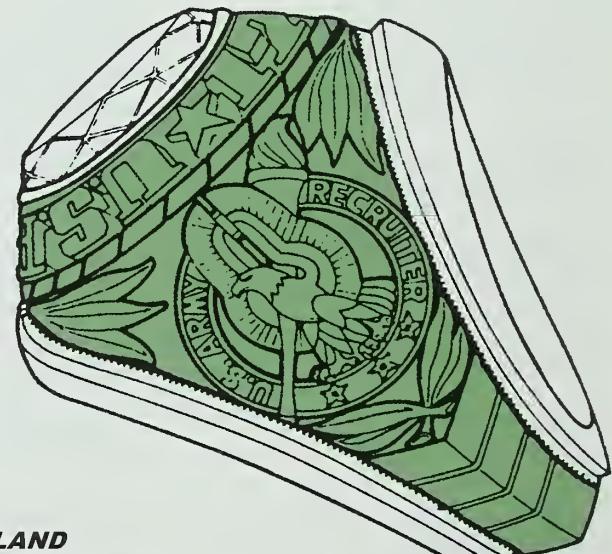
SFC Henry R. Allen

PHOENIX

SSG Ignacio Gomez
SSG Milan Sabolboro

PITTSBURGH

SFC Donald R. Allen
SSG Eric L. Johnson



PORTLAND

SFC Jeffrey S. Covey
SFC Russell E. Raught

RALEIGH

MSG William Munoz
SSG Rebecca M. Daley
SSG Rita M. Ladner

SEATTLE

SFC Milferd Hill
SFC James S. Killingbeck

1st AMEDD

SFC John A. Berg
SFC Gilbert C. Troxler II
SSG Robert A. Snipes

6th AMEDD

SFC Rayford R. Clark

Quality Volume - The Key To Our Success

Headquarters U.S. Army Recruiting Command

RSM JUNE 1999



TOP RA RECRUITER

SSG Westfall, R. (Baltimore)	SSG Parham, D. (Atlanta)	SFC Phillips, H. (Columbus)	SSG Riley, J. (Des Moines)	SSG Calata, R. (Seattle)
&				
SSG Williams, S. (Raleigh)				

TOP USAR RECRUITER

SFC McNeil, D. (Baltimore)	SSG Gaillard, P. (Columbia)	SSG Hammons, D. (Columbus)	SSG Seeger, J. (St. Louis)	SSG Dowd, B. (Portland)
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TOP LPSC

Winchester (Baltimore)	Greenville (Raleigh)	Mt. Clemens (Great Lakes)	none	Grand Junction (Denver)
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TOP OPSC

District Heights (Baltimore)	Vero Beach (Miami)	James town (Minneapolis)	Arkansas City (Kansas City)	Laramie (Denver)
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TOP AMEDD

none	Georgia & Alabama	Cleveland	San Antonio	none
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A handwritten signature in black ink.

EVAN R. GADDIS
Major General, USA
Commanding General

RO/FY 99-09

Answers to The Test

1. b, USAREC Reg 601-56, App B, para B-5 Note	9. d, USAREC Pam 350-7, chap 5, para 5-1
2. d, USAREC Reg 601-56, App C, para C-1	10. a, AR 601-240, chap 4, para 4-9f
3. b, USAREC Reg 621-2 chap 2, para 2-2h (1)	11. c, STP 21-1, SMCT page 25
4. d, AR 601-210, chap 4, para 4-7b	12. c, STP 21-1, SMCT Task #071-329-1002
5. c, AR 601-210, chap 5, para 5-67b (2)	13. c, FM 21-100, App A
6. c, AR 601-210, chap 2, para 4-10a	14. d, STP 21-1, SMCT page 183
7. d, USAREC ARISS MOI	15. d, STP 21-1, SMCT page 191
8. a, USAREC Reg 601-103, chap 1, para 1-4n (1)	



ARMY

OPPORTUNITIES FOR WOMEN

FLARE

